



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

Volume 3, Issue 75 October 1, 2006

The Five Biggest Changes You Can Make in Your Company to Help Your Employees Succeed this Year

By: Jan B. King

Take some bold steps and help your employees and business partners open up to real change and help them start thinking again to the longer term. Send a message that you are ready to commit to new ways of thinking and that includes a commitment to the success of your employees in today's changing workplace.

Reconsider Your Company Vision

A vision statement uses the future to help analyze the present. It must have a message that everyone from the CEO to the receptionist to your freelance workers can understand and put into practice daily. Vision is the match that lights the fire of potential in people. To do its job, a vision must be long-term, meaningful in a human context and appeal to a higher purpose. Make several drafts of your vision and circulate them to people who's opinion you value inside your company and out.

Ask yourself and others these questions:

Does our vision lead to action?

What will your customers be looking for from your company?

Can you live with this vision? Are you willing to act in accordance with it, even if times get rough?

Devote More Time To The Management Of People

People issues only seem to capture our full attention during times of crisis. Give them the time they deserve by setting up regular monthly staff meetings to discuss HR issues **Try this exercise:** Managers rate the effectiveness of each employee on a simple scale from one to ten. Employees you rate 4 or below are clearly not making it in your workplace. Take action to move them within the company or help them move out of the company within the next 30 days. Employees you rate 8 or higher should have ongoing leadership development plans - they are your superstars. Spend more time with these people than any others. Make sure they know how you think about them and put them in coaching programs to be sure they continue to develop.

Start a 360 Degree Performance Review Process

Have employees reviewed not only by their supervisor, but by their peer group as well. Make these reviews optional for the first year, but mandatory for employees who want to be considered for promotions. It takes at least 6 months to introduce a 360 degree review process effectively. Show employees the evaluation materials you intend to use up front. Train employees to give feedback that is work related and objective with factual examples not feelings.

Have The Employees Review The Company

Ask employees to hold the company up against its own standards. Do this survey annually and check the trend over time. *Ask yourself and others these questions:*

Does the company walk the talk of its vision and values?

Are management employees role models for ethical behavior?

Do you take short-cuts with safety?

Do you encourage honesty in reporting or do you shoot the messenger?

Create Action Plans For Each Individual Tied To Your Vision

Make a direct connection between employee actions and the company vision.

Consider this process.

1. Develop a more specific mission statement from your overall vision, by defining your focus to what markets you are serving and balancing your commitments to quality, value, and service.
2. Determine the factors key to your company's success and focus on specific, but long-term, goals in these areas.
3. Create annual corporate objectives related to your goals.
4. Have each department manager develop department objectives derived from the corporate objectives.
5. Post the results of 1-4 and ask each employee to develop individual objectives related to his or her department's objectives.

INSIDE THIS ISSUE:

| | |
|---|---|
| SIFCO Mechanical - Mechanical Member Article | 2 |
| October Birthdays | 2 |
| Projects For Bid | 3 |
| Anniversaries | 3 |
| Welcome New Members | 3 |
| News Release | 3 |
| Concerns/Condolences | 3 |
| Birth Announcement | 3 |
| Bid Forecast | 4 |
| Safety Tip | 4 |
| Governor Appoints MCASC Members | 4 |
| 2006 Training Course Registration Form | 5 |
| Piedmont 2nd Annual Scholarship Golf Tournament | 6 |
| Associate Member Article Love Chevrolet Co. | 7 |
| Area Meeting Calendar | 7 |
| Message from President | 8 |
| Vision / Mission Statement | 8 |

“DON'T JUDGE EACH DAY BY THE HARVEST YOU REAP BUT BY THE SEEDS THAT YOU PLANT”

Robert Louis Stevenson

**Mechanical Member:
SIFCO MECHANICAL, INCORPORATED**

SIFCO Mechanical, Incorporated, located in Sumter, is a family owned, full service, mechanical contracting firm specializing in commercial and industrial heating and air conditioning design and build projects in South Carolina and throughout the Southeast from Georgia through Virginia. In addition, SIFCO provides commercial heating and air conditioning maintenance and service for customers throughout South Carolina.

Founded by E.H. Moses on August 4, 1890 as the Sumter Ice Manufacturing Company with a block ice production capacity of 5 tons per day, SIFCO is publicly recognized as Sumter's oldest continuing business enterprise. In 1919, Sumter Ice and Fuel Company was formed and subsequently became SIFCO Industries in 1973. In 1983, SIFCO Mechanical was organized and sold by the Moses' family, to Robert A. Goff, P.E., who had been General Manager of the heating and air conditioning division since 1976. His vision and focus is to honor SIFCO's rich history while advancing innovations and incorporating new technology in our industry.

SIFCO Mechanical, Incorporated currently consists of 38 dedicated employees, all of whom share the common commitment of providing quality service and workmanship in mechanical construction. A strong family tradition is evident by recognizing the tenure of multiple generations of employees, some of which date back to the 1950's.

SIFCO Mechanical, Incorporated is a proud member of Mechanical Contractors Association of South Carolina and eagerly looks forward to its third century of continued service in our industry.

SIFCO Mechanical, Incorporated
3 Commerce Street, Sumter, SC 29150 or P.O. Box 399, Sumter, SC 29151-0399
Phone (803) 778-1931 Fax (803) 775-8900

OCTOBER BIRTHDAYS

| | | | |
|--------------------|-------|--|---------------|
| Michelle Morelli | 10/1 | Triad Mechanical Contr. | Wife of Ken |
| Jeaneen Tucker | 10/4 | Consolidated Pipe & Supply | Wife of Steve |
| Rachel Martin | 10/4 | E. F. Martin Mechanical Contractors | Wife of Earl |
| Joyce Ann Kirkland | 10/5 | W. N. Kirkland, Inc. | Wife of Gary |
| Ophelia Brewer | 10/05 | Easley Mechanical | Wife of Steve |
| Nick Miller | 10/13 | Shealy & Sons Electric Co. | |
| Beth Thomason | 10/16 | James M. Pleasants Co. | Wife of Will |
| Junior Jones | 10/22 | Waldrop Heating & Air Conditioning | |
| Wendy Jones | 10/23 | The Chapman Co. | Wife of Randy |
| Henry Poplin | 10/23 | B & L Electric | |
| Beth Wilson | 10/24 | Control Management, Inc. | Wife of Phil |
| Bill Kirkland | 10/26 | Bill Kirkland Heating & Air Conditioning | |
| Randy Harley | 10/26 | Metro Electric | |
| Jeannie Duke | 10/28 | Wife of Honorary Life Member | Wife of Bob |
| Jane Brailsford | 10/30 | Robinson McFadden | Wife of Dan |
| Terry Smith | 10/30 | Rep-South | Wife of Bob |

Happy Birthday Members! We Would like to announce yours.
Please call the Birthday Hotline at 803-772-7834 or Email to mflowers@mcasc.com

PROJECTS FOR BID & BID FORECAST

MECHANICAL CONTRACTORS ASSOCIATION OF SOUTH CAROLINA
 P.O. Box 384, Columbia, South Carolina 29202 · 1504 Morninghill Drive, Columbia, South Carolina 29210
 PHONE (803)772-7834 · FAX (803)731-0390 · E-MAIL: mflowers@mcasc.com WEBSITE: www.mcasc.com

OBS TO BE BID THROUGH THE MCASC BID PROCEDURE.
 ALL MECHANICAL CONTRACTORS WHO ARE NOT MEMBERS OF THIS ASSOCIATION BIDDING ON THESE ADVERTISED JOBS ARE
 INVITED AND URGED TO UTILIZE THE MCASC BID PROCEDURE PUBLISHED HEREIN.
 INFORMATION PUBLISHED BY THE MECHANICAL CONTRACTORS ASSOCIATION OF SOUTH CAROLINA

NOTES:

1. ALL JOBS LISTED WITHOUT REFERENCE TO THE MCASC FOUR-HOUR DESIGNATION ARE EITHER ZERO OR TWO-HOUR BID JOBS.
2. ALL ASPECTS OF THE MCASC FOUR-HOUR BID PLAN APPLY TO JOBS DESIGNATED AS EITHER ZERO OR TWO-HOUR JOBS WITH THE EXCEPTION OF TIME & BID PROCEDURE OFFICE/SIGNATORY GENERAL CONTRACTOR INTERFACING.

*MCASC BID PROCEDURE SIGNATORY GC'S INDICATED WITH "O"

PIEDMONT AREA

CHAIRMAN DESIGNATING COMMITTEE
 DAVID BISHOP
 TEL: (864) 578-7252 FAX: 578-341

NO JOBS LISTED

MIDLANDS AREA

CHAIRMAN DESIGNATING COMMITTEE

NO JOBS LISTED

PEE DEE AREA

CHAIRMAN DESIGN. COMMITTEE
 WILLIAM L. SELF
 TEL: (803) 432-8519 FAX: 432-3845

PAUL PREVATTE
 G'TOWN, HORRY & MARION
 TEL: (843) 272-4915 FAX: 272-6071

JIMMY LEE
 FLO, DAR, DIL, C'FLD & M'BORO
 TEL:(843) 669-8243 FAX: 673-0826

NO JOBS LISTED

COASTAL AREA

CHAIRMAN DESIGNATING COMMITTEE
 RON RUNYON
 TEL: (843) 556-5636 FAX: 763-3091

NO JOBS LISTED

FIRM NEWS RELEASE

ROBINSON MCFADDEN is pleased to announce that MCASC General Counsel Dan Brailsford has been selected to be included in the 2007 edition of The Best Lawyers In America in the specialty area of construction law. Widely regarded as the preeminent attorney referral source, Best Lawyers compiles its lists based upon confidential peer-review surveys.

Congratulations ~ Dan

Welcome New Members

Steve Barwick - Barwick Plumbing, LLC
 Pinewood, SC

Carlton Holcombe - Summerville Mechanical, Inc.
 Summerville, SC

Concerns & Condolences

James Landreth - Easley Mechanical
 Lynne Williams - Waldrop Heating & Air

Happy Anniversary

Harry & Jean King - Oct. 9
 Bob & Marie Townsend - Oct. 27

*Hear Ye Hear Ye By Royal Proclamation
 Announcing*

*Miss Avery Claire Dendy
 Born August 21, 2006
 7 lbs 7 ozs - 21 inches*

*Proud Parents: Drs. Jeff and Nanette Dendy
 Proud Grandparents: Tony and Peggy Dendy
 (Easley Mechanical)*

September, 2006—October, 2006

| DAY | JOB NO. | 4/HR | LOCATION | NAME | BID DATE | TIME |
|----------------|---------|------|----------|------|----------|------|
| No Jobs Listed | | | | | | |

**“Tool Box Talks”
Safety Tips**

BLOOD PRESSURE, THE SILENT KILLER

High blood pressure causes more preventable deaths than any other disease. High blood pressure occurs when either the blood vessels become too narrow, causing a strain as the heart pumps harder to get the blood through, or the heart itself overworks, pushing too much blood through with each beat and placing a strain on the vessels. If left unattended, this disease can lead to heart attack, stroke, blindness, kidney failure, and premature death. Certain factors increase the likelihood of a person contracting high blood pressure. These include heredity, aging, overweight, high salt intake, and high alcohol consumption. Detection of high blood pressure is often difficult due to a lack of symptoms manifested. Because of this characteristic, blood pressure should be checked once a year at minimum, and more often as a person grows older. Lifestyle changes and medication can work together to lower blood pressure. Proper diet and a regular, doctor approved exercise program will often be all that is needed to control the problem. If not, medication may be prescribed. Consistency of treatment is the key to lowering blood pressure and the rewards are a longer and healthier life plus peace of mind for you and your loved ones.

Any job that you are doing becomes hazardous when you forget that safety is the most important part of any job, regardless of what kind of work you do.

**By: Mel Rosas – RSS Safety, LLC (Note New Co. Name, Address, Etc.)
1122 Industrial Drive, Suite 109, Matthews, NC 28105
Telephone (704) 844-2519 Fax (704) 844-0291**

*Governor Appoints MCASC Members To The
SC Board of Building Codes Council*

*Mr. Tom Brock - Boykin Contracting, Inc.
(Electrical Representative)*

*Mr. Chris Cullum - Cullum Mechanical Construction, Inc.
(Mechanical / Gas Representative)*

*Mr. Frank Hill - Hill Plumbing & Electric Co., Inc.
(Plumbing Representative)*

Governor Mark Sanford has appointed three of our members to the South Carolina Board of Building Codes Council. These individuals will serve Our State and Our Association with great dignity and a dedication to excellence.



MCASC 2006 COURSE REGISTRATION



COMPLETE AND FAX OR MAIL TO MCASC
 P.O. BOX 384, COLUMBIA, SC 29202
 TELEPHONE #: 803-772-7834 FAX #: 803-731-0390
 EMAIL: mflowers@mcasc.com WEBSITE: www.mcasc.com

Name: _____ Company: _____

Address: _____ phone: _____ FAX _____

City: _____ STATE _____ ZIP _____ Email Address: _____

NAME ON LICENSE: _____ LICENSE NO.: _____
STATE: _____

Payment Method

Please Invoice

Check Enclosed for \$ _____

NOTE:
 WE OFFER A DISCOUNT
 IF YOUR COMPANY REGISTERS
 THREE (3) OR MORE
 FOR THE SAME COURSE.
 SEND 3...THE 4TH IS FREE

NOTE:
 All Courses Will Be Held At
 The MCASC State Office
 Training Facility
 1504 Morninghill Drive
 Columbia, SC

NOTICE:
 ANYONE FAILING TO WITHDRAW FROM A COURSE
 TWO WEEKS PRIOR TO ITS START WILL BE BILLED
 FOR THE ENTIRE COST OF THE COURSE.
 NO EXCEPTIONS.

NC, GA & AL APPROVED
 Plumbing & Gas Code
 October 4, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

NC, GA, & AL APPROVED
 Plumbing & Gas Code
 November 1, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$ 175.00 Non-Member: \$ 225.00

NC, GA, & AL APPROVED
 Plumbing & Gas Code
 December 6, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$ 175.00 Non-Member: \$225.00

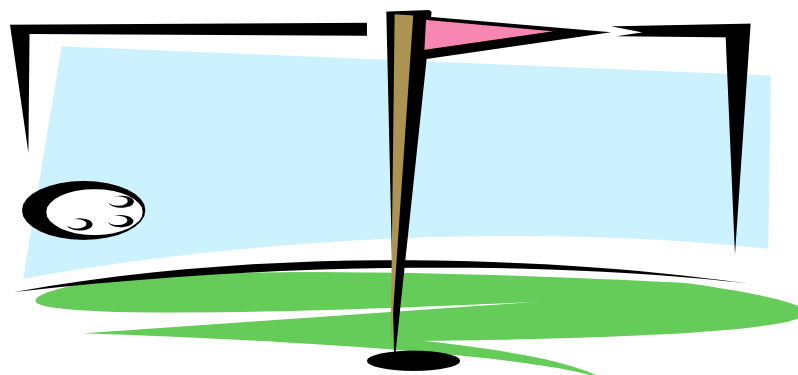
NC, GA & AL APPROVED
 Mechanical (HVAC) &
 Gas Code
 October 25, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

NC, GA, & AL APPROVED
 Mechanical (HVAC) &
 Gas Code
 November 15, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

NC, GA, & AL APPROVED
 Mechanical (HVAC) &
 Gas Code
 December 20, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

**TO RENEW YOUR 2007 NORTH CAROLINA LICENSE YOU MUST TAKE
 4 OF YOUR 6 CE HOURS IN NC CODE CHANGES AND AMENDMENTS
 (EXCEPT FOR FIRE SPRINKLER LICENSEES)**

2nd Annual Piedmont Mechanical Contractors Association Scholarship Golf Tournament



When: Friday, November 3, 2006

Time: 9:00 AM Shotgun Start

Where: Woodfin Ridge Golf Course

Cost: \$60.00 per person: includes green fee, cart, lunch and prize money

Format: Captains Choice

NOTE: PLEASE FILL OUT AND RETURN TO JIMMY CHAMPION AT WALDROP HVAC BY OCTOBER 26, 2006

Name: _____

Handicap: _____

Paid: _____

* \$ 60.00 is due by Friday, October 27, 2006

Contacts: Jimmy Champion - Waldrop HVAC PH 864-578-7252 FAX 864-578-3419
 Jean Roth - Freeman Mechanical PH 864-277-6710 FAX 864-277-1712

| | | | |
|--------------------------|---------------|-----------------|--------------------------------------|
| SPONSORSHIP LEVEL | <i>GOLD</i> | \$500.00 | _____ <i>Plaque and Banner</i> |
| | <i>SILVER</i> | \$250.00 | _____ <i>Plaque and Hole Sponsor</i> |
| | <i>BRONZE</i> | \$100.00 | _____ <i>Hole Sponsor</i> |

Associate Member: LOVE CHEVROLET COMPANY

Love Chevrolet Company is a family owned business that takes pride in providing a friendly environment for our employees and customers. We are proud to represent Chevrolet Motor Division, the largest division of General Motors. Love Chevrolet Company was founded in 1961 by Julius Love in Sumter, S.C. Love Chevrolet Company moved to its present location in Cayce, S.C. in September 1966. Today Julius's son, Nat Love, is Chairman of the Board and Nat's son, Michael Love, is President.

Julius Love came up with a unique way of rewarding employees for their loyalty and longevity. Love Chevrolet would give every employee with 30 years of continuous a free new Chevrolet vehicle. They have given away a number of free vehicles over the years and there are a number of employees that will make the 30 years of continuous service in the near future.

Love Chevrolet has handled the Chevrolet Light Truck and Medium Duty Truck lines since 1961. In 1985, John W. Wise, who is now our Executive Manager with 40 + years of service, organized the Love Chevrolet Commercial Department to provide sales and service to the commercial and fleet users.

In 1988, Love Chevrolet's Commercial Department became a GM Franchised Chevrolet Commercial Specialty Vehicle Light Duty and Medium Duty Truck Authorized Dealer in the Midlands Area. During this same time, Love Chevrolet added the Chevrolet Tilt Cab Medium Duty Truck line. Love Chevrolet has the full line of Chevrolet Light and Medium Duty Trucks. The Commercial Department has to meet GM Training and GM Certifications for both Sales and Service Technicians on an annual basis. By providing the right vehicle for the job, we can save our customers both time and money. We are a no nonsense Commercial Department. Over the years we have developed many long term relationships in the Midlands Area by meeting our customer's needs in Sales and Service. We would be glad to discuss your vehicle application with you.

Love Chevrolet is proud to be an Associate Member of the Mechanical Contractors Association of SC in the Midlands Area and support our member customers.

Love Chevrolet Commercial Sales
1255 Knox Abbott Drive
Cayce - West Columbia, S.C. 29033
John Myrick - 803-794-9004 Ext. 4
Fax - 803-926-7467
Email - jfmyrick@msn.com

Congratulations to our next Associate & Mechanical Members who will be highlighted in the upcoming issue of "The Tool Box":

Bill Kirkland Heating & Air- Mechanical Member Sunbelt Marketing - Associate Member

OCTOBER 2006 MONTHLY AREA MEETINGS**MIDLANDS AREA**

Thursday, October 5, 2006 @ 6:00 PM

Location: 12th Street, SCE&G Call Center

Sponsored By: SCANA/SCE&G - Joint Meeting With ASHRAE

Topic: "Behind The Scenes Tour Of The 24/7 Building"

Speaker: Bill Eisele

PIEDMONT AREA

Tuesday, October 10, 2006 @ 6:00 PM

Location: 209 Whitmire Drive, Greenville

Sponsored By: Freeman Mechanical

Topic: "Bridging The Gap Between Business and Worker's Comp"

Speakers: Jennifer Neese & Gary Thibault

PEE DEE AREA

Thursday, October 19, 2006 @ 6:30 PM

Location: 1416 S. Floyd Circle, Florence

Sponsored By: Carolina Insulation Contractors

Topic: "Our Quest To Prompt Industry Change" Board Update on MCASC Vision, Mission & Goals

Speakers: Pres. Steve Brewer & Bill Caldwell

COASTAL AREA

Tuesday, October 24, 2006 @ 6:00 PM

Location: 1553 Kings Street Ext., Charleston

Sponsored By: Transworld, Inc.

Topic: "Vision, Mission, & Goals As The New Chief of Police For The City of Charleston"

Speaker: Chief Mullins



P.O. Box 384, 29202
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 Columbia, SC 29210
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 www.mcasc.com

*Serving mechanical contractors in
 South Carolina since 1912.*

MCASC Executive Board & Staff

- Steve Brewer, President
- Henry Poplin, Vice-President
- Chris Cullum, Treasurer
- Darlene McGee, Secretary
- Mike Hough, Associate President
- Mona Flowers, Managing Director

**Mechanicals make it happen -
 Be part of the best!**

FIRST CLASS
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 COLUMBIA, SC
 PERMIT NO 750

By the time you receive this month's copy of The Tool Box, most of you who have attended the September meetings have seen our presentation of the Vision / Mission that our Task Force and Board have been working on. This Vision / Mission Statement mirrors our By-laws "Preamble and Objectives" in a more vibrant and forward looking format, which if we as individual members will take every effort to meet these mission statements, the future of our Association is very exciting.

President Steve Brewer

Vision Statement

The Mechanical Contractors Association of South Carolina will be the leading construction association in South Carolina for specialty contractors and suppliers in the mechanical, electrical, and plumbing fields by serving its membership, the industry, and the community in a vibrant and harmonious fashion.

Mission Statement

The Mechanical Contractors Association of South Carolina will provide its membership with:

- current business/technical information and support
- a proactive political/legislative agenda
- a joint industry collaboration to improve relative business practices
- an ongoing effort to offer training opportunities for both professional and craft personnel
- educational scholarships for deserving students
- the development of industry related career opportunities

The association's objective for this mission is to enhance the future of the construction industry in South Carolina.